



NOTICE TO EMPLOYEES



**POSTED PURSUANT TO A SETTLEMENT AGREEMENT
APPROVED BY A REGIONAL DIRECTOR OF THE
NATIONAL LABOR RELATIONS BOARD**

AN AGENCY OF THE UNITED STATES GOVERNMENT

**Aston Carter and Nintendo of America, as
joint employers**

Case 19-CA-294207

THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT interfere with, restrain, or coerce you in the exercise of the above rights.

You have the right to talk about a union, and **WE WILL NOT** stop you from talking about a union.

WE WILL NOT fire you because you exercise your right to raise issues and complaints to us on behalf of yourself and other employees, including related to the topic of unionization.

WE WILL NOT fire you because of your union membership or support.

ASTON CARTER WILL make whole (b) (6), (b) (7)(C) including paying for the wages and other benefits (b) (6), (b) (7) lost, plus interest.

ASTON CARTER WILL remove from its employees files all references to the discharge of (b) (6), (b) (7)(C) and **ASTON CARTER WILL** notify (b) (6), (b) (7) in writing that this has been done and that the discharge will not be used against (b) (6), (b) (7) in any way. (b) (6), (b) (7) remains obligated not to disclose Nintendo's confidential business information and trade secrets.

Aston Carter
(Employer)

Date: _____ By: _____
(Representative) (Title)

Nintendo of America
(Employer)

Date: _____ By: _____
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll-free numbers and asking its Communications Assistant to call our toll-free number at 1-844-762-NLRB.

219 South Dearborn Street, Suite 808
Chicago, Illinois 60604

Telephone: (312) 353-7570
Hours of Operation: 8:30 a.m. to 5:00 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Regional Office's Compliance Assistant, Nakisha Skinner at (312)886-4888.